



**CIVIL SOCIETY FORUM TO THE ECOSOC HIGH LEVEL SEGMENT**  
**“Creating an environment at the national and international levels conducive to**  
**generating full and productive employment and decent work for all, and its**  
**impact on sustainable development”**  
**Geneva, 29–30 June 2006**  
**ILO Headquarters**

**Recommendations to the ECOSOC HLS**

We, who have gathered here in Geneva, 280 participants representing 80 NGOs from over 50 countries, for the Civil Society Forum to the ECOSOC High Level Segment, organised by the Conference of NGOs in Consultative Relationship with the United Nations (CONGO), call on the ministers to recognise that, despite existing mechanisms, such as ODA and corporate philanthropy, effective sustainable solutions remain to be found for full decent employment. We therefore respectfully recommend the establishment of a high-level expert working group to develop a plan for the implementation of a sustainable basic income for all people. Such a plan could include, for example, the “Sustainable Basic Income for All”, or the “Universal Safety Net Plan” models and other relevant world plans, for a more humane economic world order.

We urge all governments and sectors of society, such as employers, trade unions, other civil society actors and transnational corporations, to encourage ethical and sustainable investments. Good governance requires the recognition that all people, rich and poor, are stakeholders in our present and common future, through taxation, personal investment, social insurances, pension systems and other safety nets.

We urge all governments and civil society to continue to develop and implement the values and codes of conduct already established by the International Labour Standards and UN bodies. As cross-cutting issues, we recognise that:

1. Debt cancellation and swap of debt would benefit decent work and employment policies;
2. The ILO Convention 122 on Employment Policies should remain at the heart of the decent work agendas as an ILO priority convention;
3. Labour ministries should be strengthened, in particular for labour inspection, labour justice, employment services, gender equality, etc.

During the past two days, we developed recommendations from 20 workshops related to the sub-themes and brought into 6 clusters the following detailed recommendations for action:

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## RECOMMENDATIONS CLUSTER 1

### Globalization and its impact on decent work, both in developing and developed countries

#### Workshop 1 and 2: Decent work, economic growth and achieving policy coherence among IFIs, WTO, ILO

- Globalization has exacerbated the unfair distribution of wealth. Many of the newly created jobs are not quality jobs and cannot be considered decent jobs. Workers work long hours for low wages, have no job security and work in unsafe and exploitative conditions. Decent work, on the contrary, implies improved living standards and the creation of a virtuous cycle of employment-intensive growth and equal distribution of benefits. The realization of full and productive employment should be the main objective of national economic policies.
- To achieve decent work globally, decent work must be politically prioritized by all international institutions that must work coherently to ensure its realization.
- Similarly, at the national level, decent work must be prioritized among the different policymakers.
- Governments should commit to specific targets and timelines in setting the objectives of the creation of quantitative and qualitative employment growth. The achievement of decent work for all ages should guide all policies in the economic and social sphere, including macroeconomic and monetary policies, regulation of trade, investment and finance. Policy coherence should include a regulatory framework for the private sector as well.
- The current framework for policy making, based on power imbalances among the different stakeholders, is unsustainable. It has resulted in jobless growth, rising unemployment and underemployment and widening income inequality. Therefore alternative proposals have to be developed. Conceptual work on a more balanced "root design" of new rules for the world economy should be promoted. This would require coordination of macro economic policy-making at the international level ensuring an increased demand for labour, enhancement of the employment intensity of growth and strengthening the inclusiveness of the economy.
- Data availability and uniformity have to be improved.
- ECOSOC should be the central coordinating point for coherence and coordination on economic and social issues, with the authority to guide the UN agencies, including the IMF and the World Bank, and institutions such as the WTO. ECOSOC should be transformed into an Economic, Social and Environmental Security Council, which would have the highest authority on economic and social issues.
- The ILO should expand its existing work on the promotion of policy coherence at national and international levels in order to achieve fair globalization, full employment and decent work for all. ILO activities should also highlight the consequences of globalization on widening income, inequalities and growing poverty, particularly extreme poverty. The ILO should promote policies and institutions that can mitigate and over time reverse such inequalities and thereby promote social cohesion and global stability. This should include increased focus on freedom of association, collective bargaining, fair wages and the establishment of an adequate social floor.
- The World Bank and the IMF must incorporate the promotion of decent work into their projects and policy advice, including in the PRSPs, which requires an improved approach. The IMF and the World Bank must end their policy conditionalities demanding privatization, trade and investment liberalization, deregulation and austerity in public spending without concern for developmental and individual

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circumstances of countries. The IMF and the World Bank must end their simplistic approach to labour market reforms, based on deregulation.

- WTO policies should contribute to development, productive employment and higher living standards, as set out in its statutes. In practice the trade liberalization undertaken has led to unemployment and de-industrialization in developing countries. Recent proposals in NAMA negotiations would lead to substantial job losses in manufacturing in developing countries and to de-industrialization. Cautious and sequenced liberalization is therefore required.
- The “Geneva consensus” that trade alone is not sufficient to ensure development and that cooperation with other UN agencies is required, should be further developed to include cooperation with the ILO, in particular joint initiatives on ex ante employment impact assessments, on the contribution of trade to decent work creation, as well as observer status for the ILO (???). Employment and sustainable development should also become reviewed items in the Trade Policy Reviews.
- Export processing zones (EPZs) are established with a view to promote economic growth and employment but the reality shows that EPZs do not create sustainable jobs and decent working conditions. Women make up the majority of the workers in EPZs – up to 90% in some cases. Most workers are semi-skilled or unskilled. The jobs that are generated are not long term ones and there is little skills’ transfer. The idea that multinationals will bring infrastructure, skills’ development and economic growth to the countries does not materialize as there are few lasting benefits and social devastation when corporations leave. Violation of workers’ rights in EPZs should be addressed. Multinationals and governments should work together to remove barriers to unionization in EPZs, improve wages and working conditions, reduce working hours, realize the decent work agenda and enable women to continue working during and after pregnancy. Governments should encourage long-term commitment by multinationals, allow for skills transfers and develop links between EPZs and local industries. Social dialogue is also an important tool to address decent work deficits in EPZs.

### Workshop 3: Migration, decent work and development

#### Labour migration and the decent work agenda:

- There is a direct link between migration, decent work and development, which must be clearly recognized.
- Decent work deficits in developing countries and the failure of the global economy to create jobs where people live are important push factors and causes of migration. These causes must also be clearly recognized.
- Pull factors include ageing population and declining fertility rates in the North. Decent work is a fundamental condition for maximizing the benefits of migration. Greater coherence is needed on migration amongst international institutions founded on the rights’ based approach and the ILO concept of decent work.
- Social dialogue has also a key role to play to ensure a better management of migration.
- The Multilateral Framework on Labour Migration adopted by the ILO in 2006 is a major tool for a rights-based, coherent approach to labour migration and should be promoted widely by the UN System.

#### A rights’ based approach to migration should be actively promoted:

- Too many migrants, particularly undocumented ones, face severe violations of their rights. The situation of migrant women of all ages is difficult as they often find themselves in situation of vulnerability (informal, domestic and/or undocumented work). Many, particularly young women workers, end up in situations of forced labour and sexual exploitation. Active policies must be adopted to struggle against these practices.

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- Legal (migration) opportunities, particularly for women and families with children, need to increase.
- The principle of equality of treatment and opportunity between migrants and nationals should be recognized.
- Member states, particularly host and transit countries, should ratify and implement ILO Conventions N° 97 and 143 and the UN Convention on the Rights of Migrant Workers and their Members of their Families. Other UN and ILO standards are also relevant for migrants.
- NGOs and trade unions are important partners for advocacy and the promotion of migrants' rights.
- The human rights of migrants and their families must feature prominently at the UN General Assembly High Level Dialogue on International Migration (September 2006).

#### **Migration and Development:**

- Migrant workers contribute to the development of their countries of origin through remittances, return migration and transfer of knowledge/skills. Remittances are an important source of foreign exchange for developing countries as they are used to buy basic goods, pay for education and health care or build houses. Further efforts should be made to reduce transaction costs for remittances and improve an efficient and productive use of remittances that can lead to growth and employment.
- Remittances should not be regarded as a substitute for development assistance and the promotion of an economic framework that furthers growth, wealth redistribution, fair trade and decent employment opportunities.
- Migrant workers also benefit host societies (tax payers and contributors to social security system, for example). The migration of skilled workers can lead to brain drain (health sector, for example). Mechanisms to facilitate the compensation of source countries by host countries for lost investments when skilled workers migration should be designed.

#### **Temporary Migration:**

- Offers of temporary migration should be based on genuine temporary shortages and should respect the principle of equal treatment between temporary migrants and nationals with regard to labour legislation, collective agreements and trade union rights. Current negotiations at the WTO on Gats Mode 4 should also respect this principle. Temporary migration schemes should include the protection of migrants' rights and promote decent jobs.

### **RECOMMENDATIONS CLUSTER 2**

#### **Creating an enabling environment at the national level conducive for growth and employment creation**

##### **Workshop 1: Quality Public Services**

- A high level of quality universal public services, such as education, health and social protection, is key to deliver development and decent work.
- Access to energy is essential to reach the Millennium Development Goals. It is a crucial factor for development and reducing poverty.
- The introduction of energy into a region will assist the development of the local economy and will help to reduce migration.

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- Public-private and public-public partnerships should deliver decent work for both developing countries and developed countries.

### **Workshop 2: Social Dialogue and Alliance Building**

- Social dialogue is a key pillar of decent work. This should be explicitly recognized in the Ministerial Declaration.
- Social dialogue is one of the key instruments to deliver equity and share the gains of growth. To deliver human-centered development, people need to be put at the heart of the decision-making process.
- It is vital that all organizations involved in the process of social dialogue are fully representative and integrate excluded sectors of society, including the informal sector, marginalised and vulnerable groups.
- Social dialogue requires and depends on strong independent workers' organizations, employers' organizations and governments. These organizations are often weak and need to be supported. The ILO is one of the organizations that can build capacity for social dialogue and should be strengthened to enable it to fulfill this role.
- Development partners such as the World Bank, IMF, WTO and donor countries should be required to engage in comprehensive social dialogue in order to develop better country programmes that have wider ownership.
- The tripartite structure is at the heart of the social dialogue process but it should be flexible enough to engage other partners when required.
- We call on civil society to work together. It is only through strong alliances within trade unions and other actors in civil society in its widest sense that decent work for all can be achieved.

### **Workshop 3: Labour Standards and Social Protection**

- Social Protection is a human right recognized by the ILO constitution, the ILO Charter of Philadelphia, and the Universal Declaration of Human Rights.
- ILO proposes different conventions related to social protection, the most important one being Convention 102 that aims at universal coverage. Additional instruments promoting universal coverage through a defined set of basic benefits and an obligation to increase the level of protection might be needed to reach out to those currently not sufficiently covered by social security.
- Social protection is one of the pillars of decent work. It is essential for universal social inclusion and needs to be financed on the basis of solidarity in society.
- The changes in labour relations and patterns of work should not lead to a reduction in the level of social protection and workers' rights

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- Social security transfers are one of the most effective ways of immediate poverty reduction. Both international solidarity and national redistribution systems are needed in order to finance a universal, equal and transparent system of social protection.
- The State has a responsibility to ensure social security provisions either funded by taxes or provided by obligatory social insurance schemes. For the poorest countries, international transfers are necessary.
- Social protection systems and employment policies need to reach the poorest inside societies, very often excluded from these systems. There is a need to evaluate the impact of all policies on the welfare of the poorest.
- Social security provisions should also be provided for in regional integration.

#### **Workshop 4: Implementing MDGs & Generating Employment**

- In periods of economic restructuring or transformation, it is essential to put people at the centre of the process and to make decent work the priority so as to make it possible for balanced economic growth and employment expansion
- Governments should provide for employment assistance, technical and skills training, unemployment insurance and minimum subsistence allowance, and provide laid-off workers with more decent job opportunities. Policy support should be given to NGOs so that they can play a full role in promoting employment.
- It is imperative to make education and vocational training a priority in national development strategies.
- It is vital to eliminate gender discrimination in employment and to encourage women to play an active role in social and economic development.
- Efforts should be made to establish an employment mechanism that can meet the needs of the youth and expand areas for decent work for young people.
- Attention should be paid to achieve a coordinated development of rural and urban areas with the purpose of enhancing the rural economy and offering a way out through employment for the local redundant labour force.

### **RECOMMENDATIONS CLUSTER 3**

#### **Addressing Equality of Opportunities for Women, Youth, and Older People**

##### **Workshop 1: Decent Work - Women's perspectives** **Workshop 2: Equality of opportunity for women**

- Work is the engine of economic growth and investment in the capabilities of women and men is vital to generating decent and productive work for all women and men. It should be the central objective of national and international development policies.

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- Productive and decent employment is critical to lift people out of poverty, and as women constitute 70% of the world's absolute poor, and 60% of its working poor, equality of opportunity for women is key to achieving a just society.
- The concept of women as part of a vulnerable minority should be discarded and replaced by a development model based on the added value of women as actors and catalysts of change.
- Governments should recognize the economic value of home based care-givers' work which is unpaid and undervalued – HIV/AIDS has resulted in girls leaving school to provide care.
- NGOs and trade unions advocate for family friendly business environment as a critical element of socially responsible enterprises in order to overcome negative rating of protective legislation by employers.
- Governments and the private sector should provide an enabling environment which includes safety nets, extending national security and insurance schemes, health care and child care facilities to cover women including in the informal economy. In this regard, a model of good practice is the Bangladeshi Grameen Bank where it was realised that sickness could impede repayment of loans. Thus it was decided to set up an insurance system with nominal fees offering access to minimum basic health care and affordable generic medicines.
- Concerning sharing and reconciliation of paid work and family responsibilities, governments and private enterprises should encourage shared working arrangements that would apply to both women and men at all levels including chief executive officers (CEOs). It would also foster a new solidarity between generations. One example of good practice is gender budgeting to ensure that the productive and reproductive work of women get their equitable share of economic growth and are not merely shown as social expenditures.
- Governments should commit themselves to achieving gender equality through the empowerment of women by guaranteeing women's economic rights and independence. Governments, political parties, trade unions and NGOs should involve women at all levels of decision-making.
- Governments must pay particular attention to education and training for women to ensure equal opportunity to decent work, recognizing the fact that young women are more disadvantaged than young men. In this regard, policy measure should address the eradication of illiteracy and the insertion of young migrant workers into the labour market.
- With regard to training and capacity building, governments should target women who are particularly affected by economic restructuring and high levels of unemployment and therefore discouraged to look for decent work. Rising prices and deterioration in quality and quantity of key social services such as child care formerly provided by the state in transition economies in order to facilitate full time care at home of small children, have made it economically unattractive for women to remain in the labour force and have encouraged women to carry out themselves household chores and engage in family enterprises or underground work to make both ends meet.
- Ministries of Finance, Economy and Trade should take into account the social dimensions inherent in gender equality for sustainable development. They should be

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involved with other ministries such as Labour, Health and Education in order to have a holistic view that would reconcile the economic and social aspects of decent work for women and gender equality principles. Entitlement and access to productive resources (credit and venture capital) as well as access to markets and business opportunities are necessary to increase women's competitiveness and economic independence. Mainstreaming gender perspectives into economic and trade policies is not a zero-sum but a value-added to sustainable growth and development and to creating decent work for all. Women should be involved at all levels of macro and micro levels of economic decision-making in order to ensure equitable distribution of accumulated wealth.

- Ensure the active participation of women in trade unions at all levels of decision-making including in social dialogue and collective negotiations.
- National governments should provide for systematic gathering of gender and age disaggregated statistics and measurements of the economic contribution of unremunerated family and household work. A good example of this is the statistical measurements and guidelines for the population censuses and European statisticians.
- The general ageing of the population in industrialised countries has stigmatised retirement, leaving older persons in a position of dependency. It is important that the voluntary and caring work of older persons, especially women, be recognised.
- Nordic countries have proved that by supporting families and child care facilities and programmes, birth rates have increased while helping women to enter decent income earning work. Such best practice should be used as a model in other industrialised countries that are finding a decrease in the active population.
- Governments should fully implement international standards on gender equality, namely the Convention on the Elimination of All Forms of Discrimination Against Women and ILO's Gender Equality Conventions in efforts to provide decent work and decent career opportunities to women, including, when necessary, affirmative action in order for women to reach political and economic policy and decision making positions.
- Considering that the public at large in most countries is ignorant of the protection and enabling opportunities offered by international conventions such as the above, as well as commitments at world conferences notably the Beijing Declaration and Platform for Action as the blueprint of gender equality and women's rights, it is critical that information on such legal instruments and government commitments be included in school curricula as a first step and promoted in the media.

**Workshop 3: Youth Employment challenge: the role of young people in creating decent work**

1. Youth employment should be considered in all relevant social, employment and economic policies through a well-balanced approach.
2. Comprehensive and integrated approaches to ensure decent work for all young men and women should be embraced by governments and international institutions. The United Nations and specialised agencies, Governments and regional bodies should establish a fund for the promotion of youth employment. They should place decent work for young people at the heart of economic and social policies. In this regard, the

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work of the UN Secretary General's Youth Employment Network (YEN) that has taken a lead in pursuing a comprehensive approach in promoting decent work should be supported by all actors, including the United Nations and its regional commissions.

3. A range of complementary policies is needed to ensure the quality of employment, increased productivity, rights at work, just representation and adequate social protection. Labour legislation and regulation based on the international labour standards provides employment protection and underwrites increased productivity—the basic conditions for decent work in general, and particularly for young people.
4. In view of generating employment and sustaining economic growth, concrete policies and measures should be made and implemented to promote entrepreneurship among young men and women, especially by providing training, access and facilitation for young people to start a business.
5. Labour market and social protection policies and employment legislation and regulation, should take into account international labour standards. Wage policies should ensure that young men and women receive adequate incomes. Efforts should be made to move young people from informal to formal employment.
6. Vocational education and lifelong training responsive to the evolving demand for skills in the labour market, along with apprenticeship schemes and other measures that combine training with work, are fundamental to improving youth employability.
7. Access to universal, free, quality public primary and secondary education should be ensured together with investments in vocational training and lifelong learning that enhance the employability of young people. Special attention must be given to young girls and women who are often left without this possibility. Equal access for girls and women to education, vocational guidance and training should be ensured through policies, strategies and programmes.
8. There should be established adequate systems to exchange information and stimulate international cooperation to identify effective methods for quality education and training systems and a better transition from school to work.
9. More intensive assistance should be provided for vulnerable youth, youth in post conflict situations, and youth who experience long term unemployment.

#### **Workshop 4: Labour and child related issues: the cases of Benin and Cameroon**

1. National policies should be in line with the Plan of Action of the World Summit on the Information Society adopted in Tunis.
2. The ILO conventions ratified by Benin and Cameroon and the Universal Declaration of Human Rights should be implemented.
3. Civil society urges ECOSOC to support NGOs in the poorest countries in their efforts to achieve the MDGs and to provide them with the means to achieve their first results by 2007.
4. The Forum calls upon the governments of the African countries to fight against corruption and favouritism. The Forum further calls on these governments to exercise the political will to promote parliamentary democracy with equal opportunities for women and to defend the cause of poor and marginalized groups.
5. Research should be promoted on the impact of extreme poverty on the education of children and young people in West Africa.

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6. There should be grant free school meals, medical check-ups and children's nutritional needs must be met. Post-secondary programmes, vocational training programmes and non-traditional education strategies, targeting in particular young women, should be established.

#### **RECOMMENDATIONS CLUSTER 4**

##### **Human rights and employment for vulnerable groups: indigenous peoples, people with disabilities and people living in post-crisis situations**

- 1) Appropriate social policies should be put in place to address the needs of vulnerable groups' (women, people with disabilities, indigenous people, people in post-crisis situations, youth and those infected and affected by HIV/Aids) lack of decent work.
- 2) Country governments should have a cohesive disaster policy, along with the existing rehabilitation policy, for people affected by post-crisis situation.
- 3) A credible monitoring mechanism with accountability should be created and operationalized at the country level, which should be jointly run by NGOs, trade unions, representatives of inter-governmental organizations and country governments.
- 4) Governments should ensure trade justice for decent work, for both formal and informal sectors of employment.
- 5) Specific attention should be given to indigenous peoples and persons in post-crisis situation.
- 6) Training and capacity building should be considered at all time, in particular in difficult situations.

#### **RECOMMENDATIONS CLUSTER 5**

##### **Employment in the rural and urban areas (including informal economy)**

In a global world and an economy undergoing constant change, we stress the importance of the collaboration between the local, national and international level to achieve full employment and decent work for all. We therefore regret the fact that the draft ministerial declaration for the ECOSOC High Level Segment, meeting in Geneva 3-5 July 2006, does not mention the local level at all. In consequence, we suggest the Ministers meeting in Geneva to include the word 'local' in their declaration whenever they mention "national and international".

Employment situations in rural and urban areas, not least when related to the informal economy, are deteriorating. More and more people are lacking decent work – including access to freely chosen employment, rights at work, social protection and social dialogue. To achieve better employment situations in these areas, we recommend local authorities, governments, and international institutions – including regional representations such as the African Union – to ensure and provide:

- Universal access to education and training, in particular vocational training, capacity building and life long learning.

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- Better and greater access to micro-credit and other finance mechanisms, as well as to local and global markets, for those so far deprived of this.
- Better infrastructure in both rural and urban areas, including roads and other means for transportation, safe water, sanitation, energy and technology.
- The granting to working people, in particular in the informal economy, of the internationally recognised rights related to the world of work, including the right to freedom of association and social protection.
- A genuine possibility of representation and engagement in social dialogue.
- Improved linkages between the formal and the informal economy, and better possibilities of transfer.
- The legal and institutional frameworks to integrate informal activity and economic relations into the global agenda and mainstream economy.

To implement these recommendations effectively and thus improve employment situations and relations in the local context:

- National policies must be adjusted to the social and economic reality of the different local contexts.
- Local authorities and actors, social partners and other civil society organisations must have the right and practical possibility to make their own decisions.
- De-centralised co-operation through networks of local actors should be stimulated, particularly via local employment observatories.

Civil society organisations, including trade unions and different cooperatives of self-employed and employers, have shown their great potential in working out of poverty and ensuring development in their communities, but are nevertheless still in need of a better organisation of and between themselves as well as better public policies to achieve these objectives.

The time has come to walk their talk and work out the talk which has been delivered in many conferences focusing on decent work.

## **RECOMMENDATIONS CLUSTER 6**

### **Social protection and core rights for new forms of employment (including e-employment)**

**Workshop 1: E-employment: “Utiliser les TICs pour donner aux jeunes, aux femmes et aux populations démunies un travail décent et un emploi stable**

1/ L’usage des technologies e l’information et de la communication (TIC) permet la création de nouvelles formes de travail décent et d’emplois stables.

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2/ L'utilisation des TIC doit être ouverte à toutes les couches sociales, notamment aux jeunes défavorisés, aux personnes en quête d'une nouvelle réinsertion sociale et professionnelle, aux populations démunies et fragilisées.

3/ Les TIC doivent être utilisées non seulement dans les zones urbaines mais aussi et surtout dans les zones rurales pour une plus grande justice sociale et plus de sécurité pour tous.

4/ Les autorités politiques doivent encourager l'utilisation des TIC en faveur des jeunes, des femmes et des populations pauvres et une plus grande accessibilité des citoyennes et des citoyens à l'usage de l'Internet aux fins de la réduction de la fracture numérique et de l'éradication de la pauvreté sous toutes ses formes au niveau local, régional et national.

5/ L'utilisation des TIC pour créer du travail décent et des emplois stables nécessite la participation de tous les acteurs étatiques et non étatiques par la création de partenariats multi-acteurs, solidaires et inclusifs au niveau national, régional et international. Les acteurs de la société civile et les responsables des ONG, tant dans les pays du Nord que du Sud, doivent construire des partenariats de solidarité entre eux.

6/ L'organisation des forums comme celui-ci permet un précieux échanges de savoirs, de méthodes de travail et de l'utilisation des connaissances locales, pour l'éradication de la pauvreté dans le monde et surtout dans les pays en développement et les pays en transition.

7/ Donner du travail décent et des emplois stables aux jeunes, aux femmes et aux populations démunies doit devenir une priorité au même titre que la lutte contre le sida et les autres pandémies qui tuent des millions de personnes partout dans le monde.

#### **Recommendations:**

- Les pays en développement, et surtout les Etats africains, doivent supprimer toutes les taxes douanières sur l'importation de matériel informatique envoyé par les ONG pour faciliter l'accès et la connexion à Internet ;
- Les ONG doivent pousser les gouvernements à l'utilisation des TIC en faveur des populations des zones rurales et des femmes en particulier, qui sont le berceau de transmission des connaissances aux enfants ;
- Les universités africaines détentrices du savoir à l'échelon national doivent coopérer avec d'autres universités en Europe et ailleurs dans le monde pour permettre l'utilisation des TIC pour la formation à distance ;
- Les TIC doivent être utilisées par tout le monde et doivent servir de courroie de transmission de l'information au niveau local, régional et national ;
- Le rôle premier des TIC est de faciliter l'accès à l'information pour tous et pas tellement de donner du travail aux gens. Il faudra donc éviter l'amalgame qui consisterait à renverser le rôle primordial des TIC ;
- Les partenariats doivent être créés entre les ONG du Nord et du Sud, et aussi entre les ONG du Sud elles-mêmes dans l'utilisation des TIC pour la création de conditions de travail décentes et d'emplois afin de réduire le fossé numérique et de lutter concrètement contre la pauvreté dans le monde ;
- Les pays africains doivent se prendre en charge eux-mêmes pour aider leurs populations à utiliser les TIC en créant par exemples des Télécentres et des Centre Multimédias Communautaires (CMC). Les organisations internationales comme l'UNESCO peuvent aider les pays en développement à la création des CMC, en collaboration avec des donateurs bilatéraux.

#### **CONGO**

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**Workshop 2: E-economy and other new forms of employment**

Information and communication technologies (ICTs) are rapidly spreading throughout the world. However, the spread is extremely uneven, resulting in a widening digital divide both within countries and between developed and developing countries. To the extent that ICTs usage results in economic gains, a widening digital divide is also widening the economic divide. Promoting ICTs throughout the world and especially in developing countries, both in processes and products, should therefore conduce to growth, employment and better working conditions for all.

The global tendency of erosion of workers rights is not only seen in ICTs-related employment (e-commerce, call centres, etc.) but also in other new forms of work which are often precarious and lack labour and social protection (child care, care of the elderly, household support services, etc).

The gap between permanent and contract workers contributes to decent work deficits: unemployed and underemployed workers (often women, young people and migrants) are left at the margin of society without rights.

**Recommendations:**

- Decent work and social protection for all workers must be prioritized by all national governments and international institutions, independent of the workers form of employment, country of origin, sex, etc.
- Respect for national and international labour standards must be prioritized, starting with the relevant ILO conventions and recommendations, especially ILO Convention on the Fundamental Rights at Work, the Conventions related to health and safety, social protection, workers with family responsibilities, maternity protection as well as the newly adopted Recommendation on the Employment Relationship (June 2006).
- Gaps must be addressed between developing and developed countries through international cooperation, managing change in outsourcing and in-sourcing countries, involving governments, employers and unions, as well as promoting the responsibilities of multinational companies towards developing countries.
- The need for free, universal, quality public education, and lifelong improvement of qualifications and skills must be addressed, in order for workers to get a fare share of their economic activity.
- Early intervention programmes in science and technology targeting young girls must be promoted to increase the number of women in ICTs careers.
- Collective bargaining rights must be extended to all new forms of work in order to protect workers and ensure non discrimination, equal pay for similar work, conversion of precarious jobs into permanent ones and protection against dismissal.

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